



Glossary

Apprenticeships

“A learn-while-you-earn” model that allows students with disabilities to receive on-the-job training and/or credentials while participating in paid work opportunities.

Assistive Technology

Tools used by students with disabilities to improve their ability to learn, work, and live.

Career Awareness

Students explore job and career opportunities, and the skills/credentials needed to be successful in a given field.

Competitive Integrated Employment (CIE)

Employment in the community where the workplace includes both people with and without disabilities. Compensation for people with disabilities is equivalent to that of other employees in the same or similar position.

Counseling on Postsecondary Education

One of the five Pre-Employment Transition Services provided to students to learn about post-high school education and training opportunities such as college, vocational programs, and inclusive higher education programs.

Customized Employment (CE)

Employers and students with disabilities work together to identify job responsibilities based on an individual's abilities, strengths, needs, and interests.

Inclusive Higher Education Program

A postsecondary education option that gives students with intellectual and developmental disabilities the opportunity to enroll in college courses, have internships and jobs, and build relationships with their peers with and without disabilities.

Independent Living

The ability to make informed decisions and direct one's own life.

Individualized Education Program (IEP) Meeting

Personalized education plan designed to meet a student's learning needs while in elementary and secondary school.

Individuals with Disabilities Education Act (IDEA) of 2004

Legislation that ensure students with disabilities receive a free and appropriate public education (FAPE), including services and supports that aid students transitioning to adulthood.





Instruction in Self-Advocacy

One of the five Pre-Employment Transition Services which focuses on building a student's ability to advocate for their strengths, needs, and rights.

Interagency Collaboration

Communication, teamwork, expectations, and shared accountability among schools, agencies, families, students with disabilities, and other stakeholders in order to provide seamless transition services to students with disabilities.

Internships

Short-term paid or unpaid learning experiences in a workplace.

Job Exploration Counseling

One of the five Pre-Employment Transition services, which includes a variety of activities and experiences, intended to help students discover different career interests and options.

Job Shadowing

An activity in which students can observe the day-to-day requirements of a specific job.

Occupational Courses

School courses designed to help students gain the necessary skills to become successful employees within the career pathway of their choice.

Potentially Eligible Student (Under WIOA)

In Tennessee, a student is considered potentially eligible for Pre-Employment Transition Services from the time the student turns 14 through age 22, has a documented disability, but has neither applied to nor been identified as eligible for Vocational Rehabilitation services.

Pre-Employment Transition Services (Pre-ETS)

Services provided by Vocational Rehabilitation and contracted Community Rehabilitation Providers in collaboration with schools to students with disabilities between the ages of 14 and 22 (in Tennessee). These services include job exploration counseling, instruction in self advocacy, work place readiness training, post-secondary education counseling, and work-based learning opportunities.

Section 504 of the Rehabilitation Act

Legislation that prohibits discrimination against individuals with disabilities by ensuring that all youth, including those with disabilities, have equal access to education and needed services, accommodations, and/or modifications.

Self-Awareness

Students with disabilities having knowledge of their wants, needs, interests, and goals.

Self-Determination

The ability of students with disabilities to make choices and decisions in their life.

Supported Employment

A service to aid students with disabilities finding and keeping employment.





Vocational Education

Secondary and postsecondary education programs that prepare students for work in specific trades or crafts.

Work-Based Learning

One of the five Pre-Employment Transition Services which gives students hands-on opportunities to develop and apply their knowledge gained at school to the workplace

Workforce Innovation and Opportunity Act (WIOA) of 2014

Legislation that increases students' opportunities for employment, education, training, and support services that are often needed to be successful in adulthood. One of the five Pre-Employment Transition Services which focuses on the development of skills for future employment, including social skills, independent living skills, job seeking skills, and other applicable soft skills.

Workplace Readiness Training

One of the five Pre-Employment Transition Services which focuses on the development of skills for future employment, including social skills, independent living skills, job seeking skills, and other applicable soft skills.

